

GENERAL CONDITIONS OF EMPLOYMENT AT THE BIPM AND BENEFITS

Located at the gateway of Paris in the [Domaine national de Saint-Cloud](#), on the exceptional historical site of the Pavillon de Breteuil, the BIPM is a world-renowned intergovernmental scientific organization.



By joining its ranks, you will live an exciting scientific and human adventure, in an international environment, at the cutting edge of new technologies, and which, through its working conditions, is committed to preserving well-being by promoting a balance between the professional and private lives of its staff members.

WORKING CONDITIONS

Contract term: up to 5 years (with the possibility of permanent appointment in certain cases)

Weekly working hours: 39 hours

Teleworking: Possible for functions that allow it, up to 2 days per week

Annual paid leave: Between 30 and 37 days, depending on grade, to which may be added exceptional leave (paternity, maternity, family support, etc.).

SALARY

Determined by the grade and step assigned to the function in accordance with the Organization's job classification, considering the responsibilities, experience, and profile of the candidate.

Annual gross salary scale as from 01/01/2023												
	Steps											
Grades	1	2	3	4	5	6	7	8	9	10	11	12
6	36 607 €	37 153 €	37 703 €	38 260 €	38 829 €	39 402 €	39 987 €	40 577 €	41 180 €	41 793 €	42 413 €	43 037 €
7	43 680 €	44 327 €	44 980 €	45 651 €	46 326 €	47 015 €	47 714 €	48 417 €	49 139 €	49 866 €	50 604 €	51 354 €
8	52 115 €	52 888 €	53 672 €	54 468 €	55 274 €	56 093 €	56 927 €	57 768 €	58 626 €	59 495 €	60 375 €	61 273 €
9	62 182 €	63 102 €	64 040 €	64 988 €	65 953 €	66 931 €	67 919 €	68 931 €	69 954 €	70 987 €	72 038 €	73 106 €
10	74 191 €	75 293 €	76 407 €	77 542 €	78 691 €	79 856 €	81 042 €	82 240 €	83 463 €	84 700 €	85 956 €	87 228 €
11	88 523 €	89 836 €	91 165 €	92 517 €	93 892 €	95 284 €	96 693 €	98 130 €	99 585 €	101 061 €	102 556 €	104 078 €
12	105 622 €	107 185 €	108 776 €	110 389 €	112 026 €	113 684 €	115 371 €	117 081 €	118 820 €	120 581 €	122 370 €	124 182 €

Note: The BIPM has its own salary scales. Grades and steps are not linked or equivalent to other international organization systems (i.e., UN or other).

ALLOWANCES

Entitlements based on various criteria, including those of a family character.

ACTIVITY ALLOWANCES

Installation allowance

- Granted to staff members whose main residence prior to arrival at the BIPM has been located for more than 6 consecutive months more than 100 kilometers away from the BIPM.
- Its amount is 1 month of the member's gross salary, subject to conditions.
- For staff entitled to an installation allowance, payment of their transport costs, as well as those of their spouse or partner and any dependent children, from their place of residence to the BIPM Headquarters on taking up their duties.

Relocation allowance

- For staff members entitled to an installation allowance, at the time of taking up their duties and, if they have worked for the BIPM for more than 24 consecutive months, at the time of leaving the BIPM, payment of their removal expenses from their place of residence to the BIPM Headquarters and back.

Rent allowance

- Monthly allowance for all staff members with a grade of 9 or lower. As of 1 January 2023, it corresponds to € 125.18 per month up to and including grade 8 and € 75.36 per month for grade 9. It is increased by 10% per dependent child.

Household allowance

- Monthly allowance for any staff member with at least one dependent child or, failing that, whose spouse or partner receives a gross income, subject to certain conditions. The amount is € 295.056 as of 1 January 2023.

Family allowance

- Granted to staff members for each dependent child. The monthly amount is € 362.75 per dependent child as of 1 January 2023.

ALLOWANCES FOR EXPATRIATE STAFF MEMBERS

Expatriation allowance

- For expatriate staff entitled to household allowance, amount equal to 25% of gross salary up to a maximum of € 18,542 per year, for 2023.
- For expatriate staff not entitled to household allowance, amount equal to 20% of gross salary, but with a ceiling of € 14,996 per year, for 2023.

Education allowance

- For expatriate staff only, up to the 25th birthday of the dependent child.
- The amount paid is subject to conditions and is equal to 70% of the educational expenses actually paid by the staff member but may not exceed three times the amount of the family allowance for each child per year.

Home-leave allowance

- Granted every 2 years to expatriate staff members, this allowance covers the cost of a return journey for the staff member, his/her spouse or partner and dependent children residing in France, in the country in which they resided prior to the staff member's recruitment by the BIPM or of which they are a national.

HEALTH INSURANCE

- The BIPM is not affiliated to any national general health insurance scheme. It subscribes to a private health insurance scheme for all staff members, from the first day of employment, and, on an optional and limited basis, for their spouse, partner, and dependent children.
- This insurance scheme provides coverage against the risks of illness and accident, both work-related and non-work-related, resulting in death, temporary or permanent disability.
- As of 1 January 2023, the monthly contribution of the principal insured to the insurance is 4.754% of his/her gross salary and €11.43 per year for the funeral cover.

PENSION SCHEME

- The BIPM offers participation in a defined benefit Pension Fund for all staff.
- All staff members are entitled to a BIPM retirement pension after completing 7 years of service. For less than 7 years of service, a severance grant is paid.
- The rate applicable to contributions to the Pension Fund is 15 % of gross salary for staff members since 2017.

PRIVILEGES & IMMUNITIES

- BIPM staff members are international civil servants and enjoy certain privileges and immunities in the exercise of their functions on French territory.
- BIPM staff members are exempt from tax by the French Government on the salaries and emoluments paid to them by the Bureau. However, the French Government reserves the right to consider these salaries and emoluments for the calculation of the effective or average rate to be applied to the income from other sources of its own nationals as well as of permanent residents in France.

Human Resources Department contact

hr.bipm@bipm.org